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A Technologist's Identity: Fostering Diversity in Learning

Ke'Anna Skipwith & C.L. Eddins



Presenters

- Ke'Anna Skipwith

- Director of Online Learning: College of Professional and Continuing Education
- Wentworth Institute of Technology



- C.L Eddins

- Instructional Designer: Larry L. Luig School of Business & School of Graduate Studies
- Berkeley College



Agenda

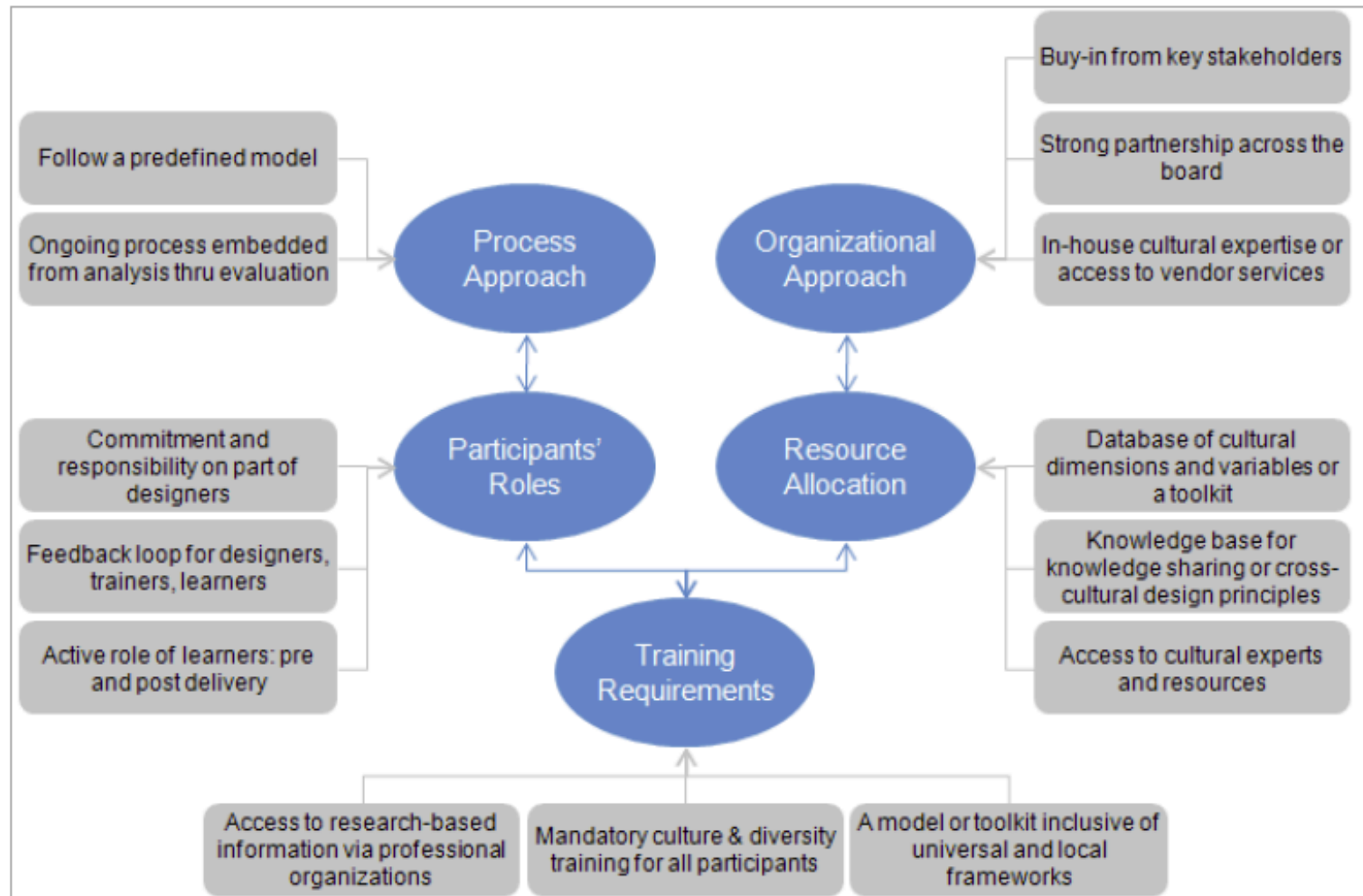
- This session will discuss the lack of diversity (such as multicultural influences, age, race, ethnicity, gender, sexual orientation, etc.) and other key issues in the field of instructional design.
- A case study will be used to highlight the strategies and examples to support why having a more diverse approach can assist with teaching and learning.
- The presenters will also share recent findings, diversity initiatives, and approaches to course design.



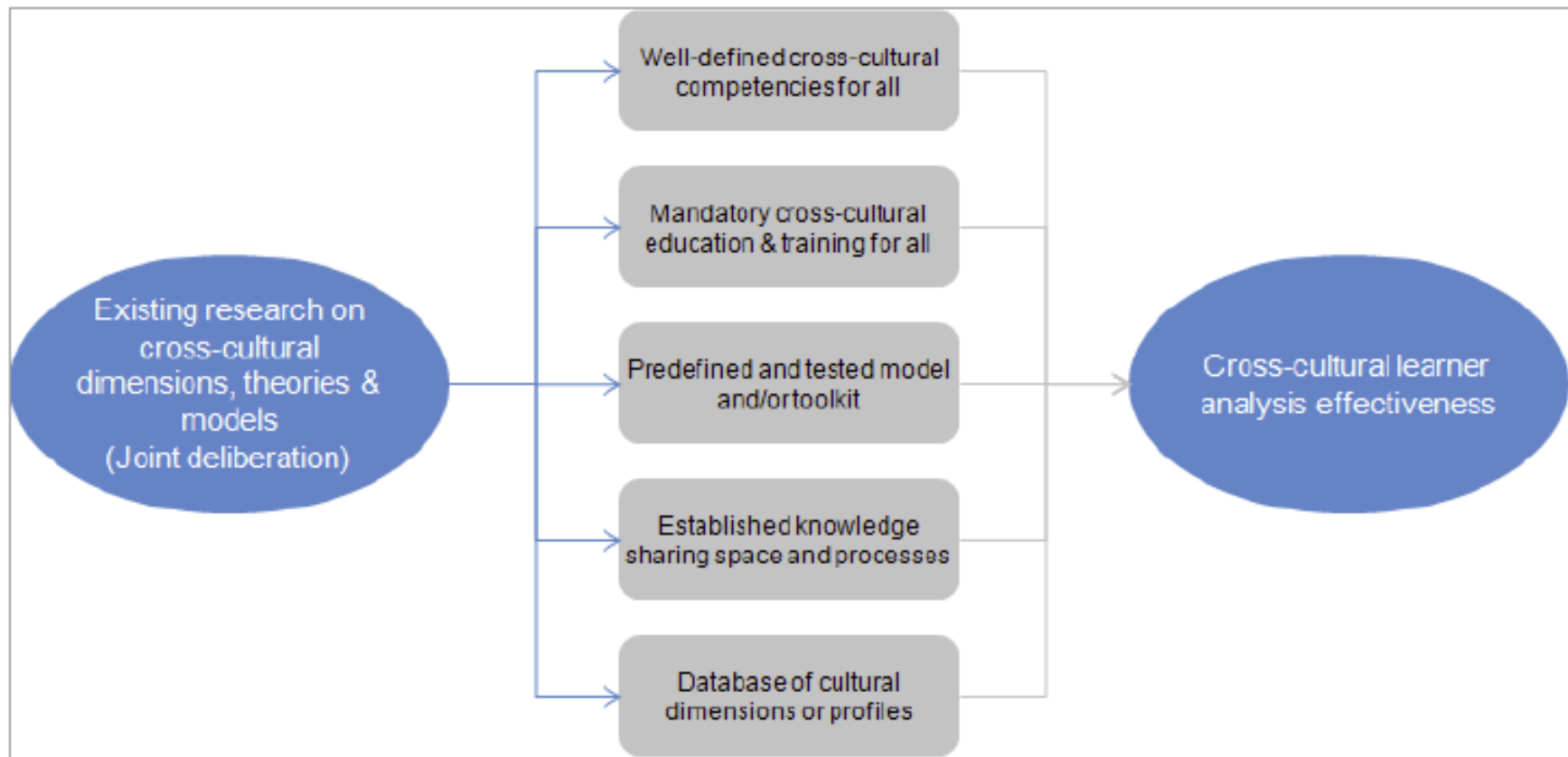
Discussion Question

Do you believe there are some lingering issues for e-learning and instructional design within higher education when it comes to having multicultural influences and serving the higher education communities?

Case Study: Learners Analysis Framework for Globalized E-Learning



Case Study: Learners Analysis Framework for Globalized E-Learning



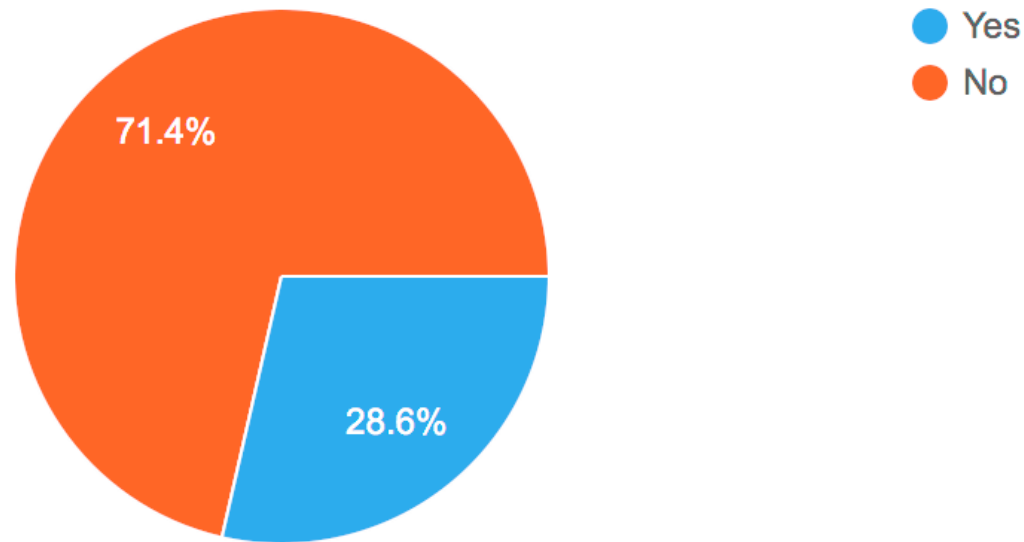
Data Collection Overview

- The purpose was to determine whether individuals in the field of instructional design and e-learning felt their line of work was considered multi-cultural.
- The data was collected using LinkedIn. It was chosen because of the diverse work population that uses LinkedIn for professional use.
- The process of Parallel Data Gathering was used to ensure the strength of the data was balance.

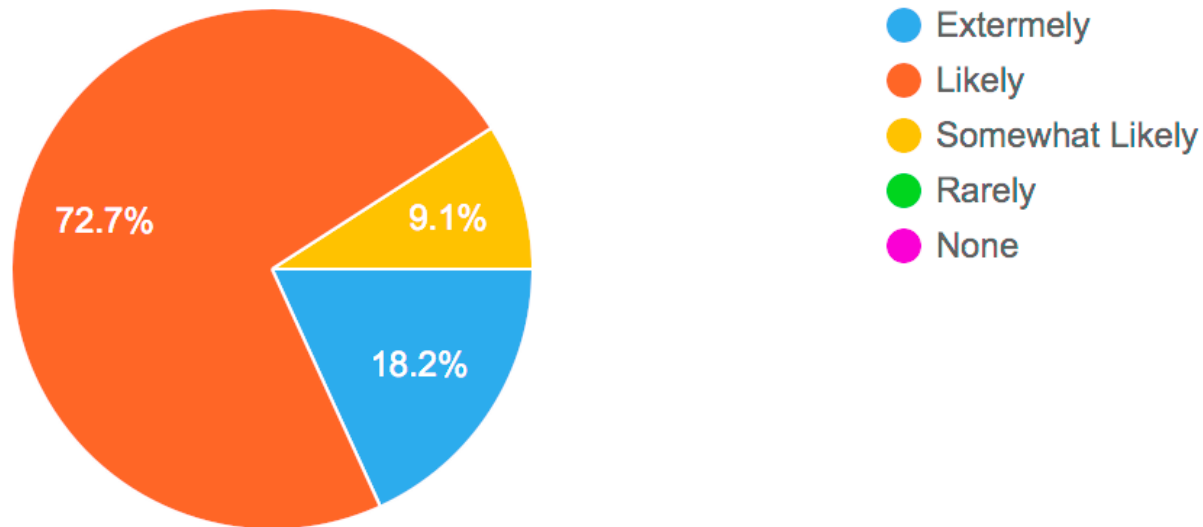


Quantitative Data Results

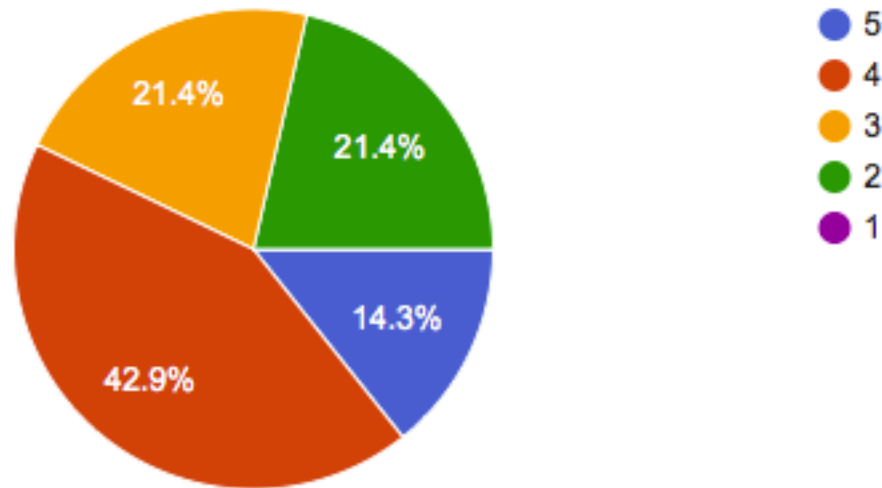
Do you find the work field of e-learning and instructional design to be represented by people from various ethnicity, gender, and race?



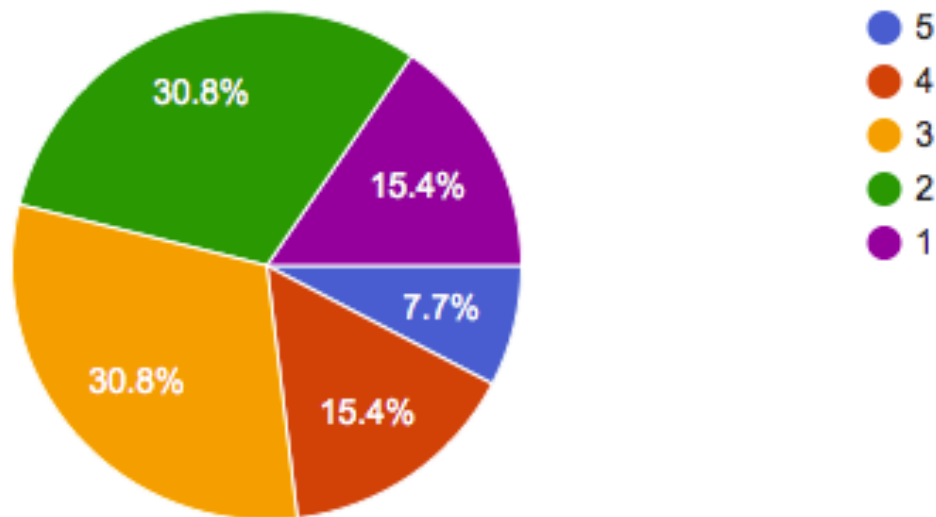
Can lack of multi-cultural in the work field of e-learning and instructional design have an impact on job performance?



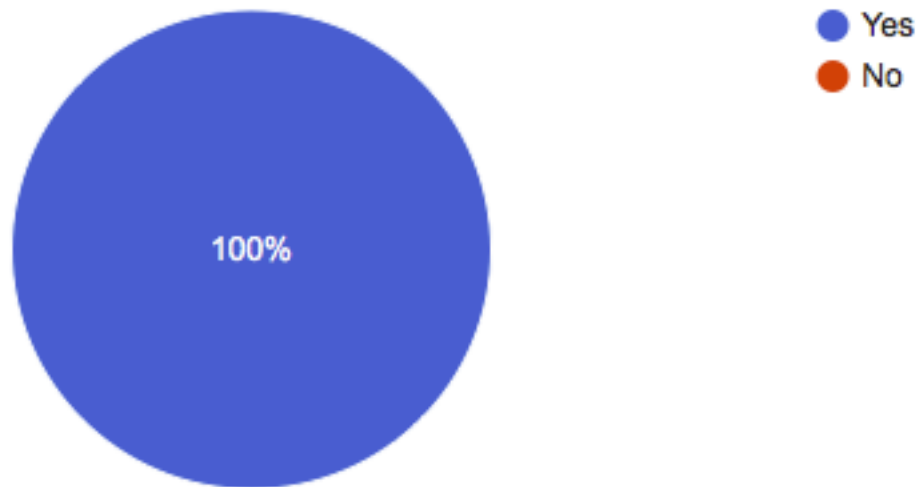
Does your institution or organization have a diverse student population when it comes ethnicity, gender, and race? (On a scale from 1-5 with the highest number representing as strongly agree)



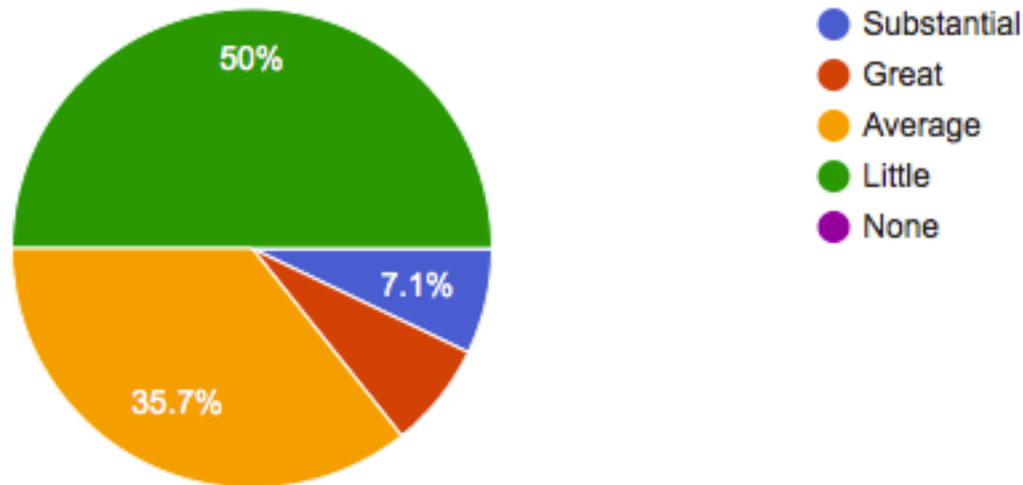
Does your institution or organization have a diverse faculty population when it comes to at least one of the following: ethnicity, gender, and race?
(On a scale from 1-5 with the highest number representing as strongly agree)



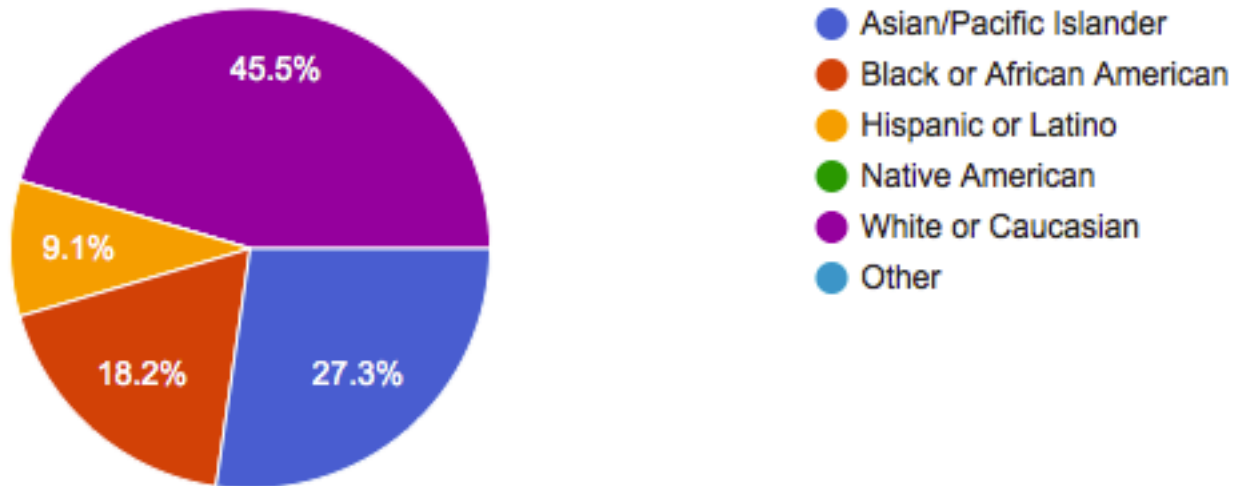
If the field of e-learning and instructional design were to be represented by a greater number of people with various ethnicity, genders, and race; could it have a bigger influence on teaching and learning?



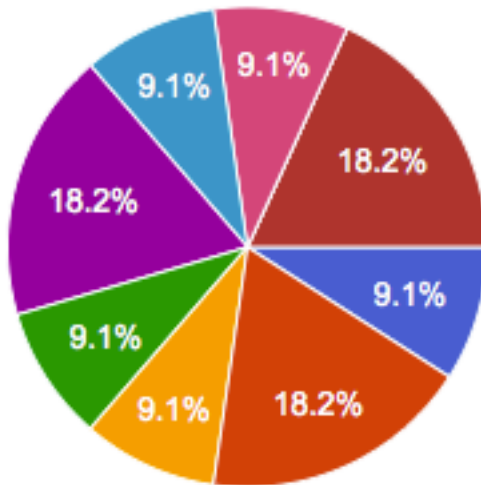
In general, what amount of multi-cultural influence do you see in course design (e.g. lecture materials, accessibility, images, tools, formats, etc?)



What is your ethnicity (race)?



What division of the United States is your institution located?



- New England Division: Connecticut, Maine, Massachusetts, New Hamps...
- Middle Atlantic Division: New Jerse...
- East North Central Division: Illinois,...
- West North Central Division: Iowa,...
- South Atlantic Division: Delaware,...
- East South Central Division: Alaba...
- West South Central Division: Arkan...
- Mountain Division: Arizona, Colorad...
- Pacific Division: Alaska, California,...



Qualitative Data Results

Do you believe there are issues, what effective practices or solutions can be implemented to help make change? If not, please put N/A.

There needs to be more of a focus on how people learn differently. While the e-learning environment has its benefits, it also can lead to some inequities in how courses are put together. There has to be more of an effort in course design to make the learning experience more robust.

Advertising opportunity in events and organizations that exists for increasing diversity or multi-cultural awareness.

Make a habit of having a diverse candidate pool for hiring and interview in the work field

We must value multi-cultural environments, not just have them as a goal.

Understand the learner prior to the solution

Equip hiring managers with the knowledge and resources to effectively search for and recruit a diverse workforce.

N/A

Systemic issues regarding biased hiring practices that exclude diversity should be examined.

So effective solutions would be getting the word out more about this field, because many are unfamiliar. Another effective practice would be to make e-learning more diverse. For instance, with an interactive presentation, there should be diverse images/characters/etc.

What kind of influence can multi-cultural offer to the work field of e-learning and instructional design?

Different experiences help us consider how technologies or instructional design formats can be best tailored for diverse populations. For example, adding closed caption to material or audio may assist those who are hearing/visually impaired to grasp the knowledge easier than reading text.

They can influence the decision-making process. For instance they help create a learning environment that welcomes all and sundry.

Vast experiences

The influence multi-cultural can offer in this field is just a new perspective to a lot of things. A new perspective to the way students learn, a different perspective to the way we present the material, and a broader way of providing diverse material.

Provides a multitude of perspectives in creating e-learning classes and courses. A diverse field will likely include courses that come from many historical, technological, and cultural experiences, which will find its way into courses. In my experience, learners enjoy seeing aspects of their cultures in learning. Inclusion, as opposed to exclusion, will help bridge cultural divides in e-learning. For example, an ID who happens to be Korean will be able to say Koreans are not exposed to this content, so let's add this content to help explain this to our Korean learners. A Nigerian ID can give an idea of how to use a learning strategy from their culture in a project.

multiple perspectives contribute to growth for us personally as staff, encourage others to get into the field, and provide new windows into our students' perspectives. We all get stuck in our ways and sometimes problems and solutions are right in front of us but we don't see it until we are challenged.

Do you believe that examining the role of multi-cultural in the field of e-learning and instructional design can impact faculty and/or learners?

Yes, in ways we haven't even imaged.

Absolutely. Exposure to a broader set of ideas is a result of multi-cultural perspectives. Education is all about exposure to ideas.


Absolutely

Yes - working to understand how diversity impacts learning in online, blended or on-site classroom environments helps future generations understand they too can teach. Also, relating instruction examples to cultural experiences helps people learn how to use technology to support diverse communities.

Yes, it also help some faculty members who may not be familiar with other cultures to revamp their teaching to welcome all learners.

Yes, examining the role of multi-cultural in the field of e-learning can impact both faculty and learners. I'm always providing faculty with insightful ways to diversity their content and material. At times, their so stuck in a box and I'm here to help them broaden their horizons for their learners. I believe that learners would immediately notice a difference in the way the material is provided to them. When you cater the learning to best fit the needs of the learner, you'll be extremely effective.

Yes, I believe a growing body of knowledge will have an impact. If anything this content should be included in quality assurance courses for e-learning, so that more e-learners are likely to have a positive experience.



Please provide any additional comments or feedback about your experiences related to diversity and working in the field of e-learning and instructional design.

Education talks a good game of diversity and inclusiveness. In reality, change is simple. If we really want something different for our student population, we would do something different. Homosocial reproduction exists in most corners of American society. None more so than higher education.

Working in higher education allows us to tap to internal departments focused on working with multicultural students or those in academic support groups historically geared towards helping students of color. The networks allows us to recruit student employees, especially increasing gender diversity numbers in our workplace.

Working in a multicultural environment creates a friendly work environment. and as the saying goes "Happy employees always work hard for the common good."

I think all aspects of diversity brings a unique perspective to design.

In my department, there are only two African American women (including myself) working at Instructional Designers. It's interesting that I don't see more male IDs.

As an African-American female, I have found that many people of African descent do not know about the field of instructional design.

When I attend conferences specific to this field, it stands out that there are very few diverse presenters from a cultural perspective



Small Group Activity

Activity Prompts

Discussion Questions| What does multicultural and culture mean to you? Share an experience that you had about cultural misconceptions that you encountered. How did this situation make you feel? What did you do to change them to improve the learning environment/course materials?



SCENARIO 2| 24, International Student, Applying to Grad School in the U.S.

I am from India and seeking to further my education in the U.S. English is not my first language. My instructor provides either video demonstrations or lengthy lectures. I do not understand the heavy assignment workload each week.

Effective Practices

Learner
Characteristics

Identify
Themes and
Perspectives

Enhance
Faculty Skills

Align Tools to
Goals

Transform
Content

Monitor
Interactions

Create a
Database/
Toolkit

Evaluation/
Feedback

Revise



Thank You for Attending!

Work Cited

Saxena, M. (2011). Learners analysis framework for globalized e-learning: A case Study. *The International Review of Research in Open and Distance Learning*, 12, 93-107. Case Study

Session Evaluations Contest



- <https://tinyurl.com/OLCwELD-program>
- **Navigate to specific session page to evaluate**
- **Click orange “Evaluate Session” button on the right**
- **Complete session evaluation***

Each session evaluation completed (limited to one per session) = one contest entry
One (1) \$25 gift card will be awarded

**Contact information required for contest entry but will not be shared with the presenters.
Winners will be contacted post-conference.*

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